



Equal Opportunity Program News

Fort Leonard Wood, MO

Volume 9-06

EO HOTLINE 596-0601/EEO HOTLINE 596-0612 **Sept 2006****Dear Miss Mille:**

Recently I overheard a conversation between my first and second line supervisors in which the statement was made "we could use some younger blood in this organization". Is that not a form of age discrimination? Just

**Dear Wondering
Wondering.**

The Age Discrimination in Employment Act of 1967 ([ADEA](#)) protects individuals who are 40 years of age or older from employment discrimination based on age. The ADEA's protections apply to both employees and job applicants. Under the ADEA, it is unlawful to discriminate against a person because of his/her age with respect to any term, condition, or privilege of employment, including hiring, firing, promotion, layoff, compensation, benefits, job assignments, and training.

The statement you heard by it self most likely would not constitute discrimination. There must have been a tangible employment action such as those listed above that affected someone negatively in order to be considered as possible discrimination. For example, a fully qualified, experienced individual was not selected for a position because he or she is over 40 years of age and a younger individual with lesser qualifications was selected because he or she has many more years remaining to be gainfully employed. Management has the responsibility to staff their organizations with the best qualified people available, regardless of age. Selecting officials must also be able to justify their decisions based



EQUAL OPPORTUNITY

Tell us what you think, or would like to know about this newsletter or EO

The Equal Opportunity Office writes about topics and related areas which we believe are useful to the collective community here on FLW; however, the Equal Opportunity office would like to invite any and all questions or concerns you may have regarding the Five (5) protected categories of Discrimination, they are (**race, color, gender, religion, and national origin**) or any other EO/CO2 related topics. By understanding our readers needs, wants, and knowledge base we can continue to assist in the EO educational process here at FLW. If you have questions please contact

Equal Opportunity Notice **Volunteers needed** questions as we receive them in upcoming **National Hispanic Heritage Month 15 Sept - 15 Oct.** newsletters. Committee meetings are held each Tuesday 1500-1600 hrs at building 315, RM 227. Contact HQ, Garrison EOA SFC(P) Kibler @ 6-1013 for more details

National Native American Indian Heritage Month 1 Nov- 30 Nov. Committee meetings will begin 2 Aug 06, and will be held every Wednesday 1600-1700 hrs at building 315, RM 227. Contact 3 BCT EOA's SFC Arellano or SFC Clayton @ 6-1398

National African-American/Black History Month 1-28/29 Feb. Committee meetings began on the 15th August, they will be held each Tuesday at 1330 hours in Building

315, RM 227. Contact 3rd Chem Bde EOA SFC more details @ 6-3083

Equal Opportunity Training and Education

**This training
Clearly helps
Unite the team**

EORC

Equal Opportunity Representative Course Training for the 4th quarter , FY 06 will be held **11-22 Sep 2006**. Contact your Brigade S3 schools or your branch specific EO representative for more information.



CO2

Consideration of Others (CO2) training for the 1st quarter, FY 07 will be held **10th and 11th October 2006**. Contact your Brigade S3 schools or your branch specific detachment EO representative for more



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Special Emphasis Programs

Asian/Pacific Islander Special Employment Program

The objectives of the Asian/Pacific Islander (API) Program are to ensure equal employment opportunity in the hiring, advancement, and training of Asian/Pacific Islander employees and to strive toward the achievement of a civilian work force in which Asian/Pacific Islander employees are represented in every organizational element, occupational series and grade levels, commensurate with their representation in the relevant civilian work force.

Kim Moats is the API Program Manager and she is working on establishing a stronger API Employment Program Committee comprised of dedicated individuals from the directorates and agencies at Fort Leonard Wood. "We hold quarterly meetings to discuss the important issues and challenges that affect Asian/Pacific Islanders in the workplace," said Moats.

Moats works at the Civilian Personnel Advisory Center as a Human Resources Specialist. She is responsible for API employment duty. She is assigned to the 470th Civilian Personnel Center either at the Maneuver Support Center or at the Maneuver Center of Excellence.



EO food for thought

More often than not, many citizens of this country focus so much time, energy, and effort to address how different we are, whether it's the principles of our varied religion's, economical status, the color of our skin, or gender. Many tend to over look the similarities of our diverse nation. There are a multitude of barriers that have been emplaced upon each of us through our socialization process, which drives our awareness or lack thereof. Before you judge another human being ask yourself some questions: How do I see others, and why? How do others see me, and why? Have I taken the time to understand others cultures or they mine? What can be done to increase the understanding and awareness of our basic commonalities?

Strategies for change

Reflection/introspection: Conduct an honest assessment of yourself. Become familiar with your behaviors which are defensive, dishonest, or close minded. Allow yourself to be open to feedback.

Accept new information: About others and self (endless list culture, religion, etc)

Increase skills: Communication, active listening, effective feedback, etc.

Did you know??

Hispanic Heritage Month is observed in September and October. It began in 1976 as a time to celebrate the rich and diverse cultures, histories, and contributions of Hispanic Americans. Hispanic Heritage Month is observed in the United States, Puerto Rico, and the U.S. Virgin Islands. The month-long observance begins on September 15, and ends on October 15. It is a time to honor Hispanic Americans and to learn more about their contributions to our country. The Hispanic American Heritage Month logo features a group of people in traditional clothing, including a man in a suit and a woman in a dress, sitting together. The text on the logo reads "HISPANIC AMERICAN HERITAGE MONTH" and "Hispanic Americans: Strong and Colorful Threads in the American Fabric".

Contact your EOA for dates and locations of upcoming events

on September 18.